

WDCG(FM) WKSL(FM) WRDU(FM) WRVA-FM
EEO PUBLIC FILE REPORT
August 1, 2005-July 31, 2006¹

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executives	1-8, 10-11, 13-15, 17, 27, 28, 31-34, 36, 38-39	27
Account Executives	1-8, 10-11, 13-15, 17, 27, 28, 31-34, 36, 38-39	27
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39	14
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39	14
Account Executives	1-8, 10-11, 12-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39	8
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-40	40
Account Executives	1-8, 10-11, 13-15, 17, 27, 28, 31-34, 36, 38-39	27
Account Executives	1-8, 10-11, 12-15, 17, 28, 31-34, 36, 38-39	12
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39	14
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 41	41
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 41	41
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 41	41
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 41	41
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 41	41
Account Executives	1-8, 10-11, 12-15, 17, 28, 31-34, 36, 38-39	12
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 42	42
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 43	43
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 43	43
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 43	43
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 43	43
Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39, 43	43
Account Executives	1-8, 10-11, 13-15, 17, 26, 28, 31-34, 36, 38-39	26
Account Executives	1-8, 10-11, 12-15, 17, 28, 31-34, 36, 38-39	12
Traffic & News Reporter	1-5, 7-8, 11, 13-14	7
WDCG Asst. Morning Show Producer/Phone Screener	1-5, 7-8, 11, 13-14	13
Traffic Coordinator	1-5, 8, 10-11, 13-14	10
WRVA Sales Manager	1-5, 8, 11, 13-14	37
WRDU Program Director	1-5, 7-8, 11, 13-14, 25	7
WDCG Program Director	1-5, 7-8, 11, 13-14, 25	13
Promotions Assistant	1-5, 7-8, 11, 13-14	13
Promotions Coordinator	1-5, 7-8, 11, 13-14	13

¹ This Report was modified in July 2007 to correct data discrepancies.

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EEO PUBLIC FILE REPORT
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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	NC Assoc. of Broadcasters Wendy Beavers PO Box 627 150 Fayetteville St. Mall, Ste. 1610 Raleigh, NC 27601 www.ncbroadcast.com Ph: (919) 821-7300 F: (919) 839-0304	Yes	0
2	Triangle Urban League Keith Sutton 150 Fayetteville St. Mall, Ste. 425 Raleigh, NC 27601 Ph: (919) 834-7252 F: (919) 834-5717	Yes	0
3	NC Employment Security Commission Walter Stead 3351 Carl Sandburg Ct. Raleigh, NC 27610 Ph: (919) 212-3849 x 253 F: (919) 250-4009	Yes	0
4	Raleigh Job Link Center Liane Simpson 220 Swinburne St. Raleigh, NC 27620 Ph: (919) 250-3770 F: (919) 212-9491	Yes	0
5	National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 Ph: (202) 429-5498 F: (202) 429-5343	Yes	0
6	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Drive Valley View, OH 44125 Ph: (216) 447-9117 gary@beonair.com	Yes	0
7	AllAccess (Website) AllAccess.com	No	17
8	CCR HR Website (ClearCareers) http://careers.clearchannel.com/frameset.html	No	31
9	Inside Radio Gene McKay, General Manager Inside Radio 800-640-8852 Or ads@insideradio.com or genemckay@insideradio.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	News & Observer (Note: Any ad placed in the paper automatically gets posted to their employment site, Trianglejobs.com.) placeads@nando.com	No	49
11	School of Communications, Howard Univ. Carol Y. Dudley, Coordinator 525 Bryant St., N.W., Rm. 107 Washington, DC 20059 Ph: (202) 806-5806 F: (202) 232-8040 cdudley@howard.edu	Yes	0
12	Personal referrals	No	12
13	Internal posting	Yes	14
14	Stations websites	Yes	5
15	Intentionally omitted		
16	Radio World- www.rwonline.com	No	0
17	Ads placed on our Raleigh radio stations	No	25
18	Que Pasa Hispanic Newspaper	No	0
19	Association of Women in Radio and Television www.awrt.org	No	0
20	Hispanic Center 201 W. Main St., Suite 100 Durham, NC 27701 Phone: 687-4635 FAX: 687-0401	No	0
21	Intentionally omitted		
22	California Chicano News Media Association E-mail to: ccnmainfo@ccnma.org (Subject: Job Openings)	No	0
23	Business & Professional Men's Alliance jobs@cityhappenings.com	No	0
24	National Lesbian & Gay Journalists Assoc. info@nlgja.org	No	0
25	Radio Online Radio-Online.com	No	0
26	Unsolicited	No	1
27	Undisclosed ²	No	4
28	NCCU Career Services Center Brenda Sexton PO Box 19585 Durham, NC 27707 Ph: (919) 530-7356 F: (919) 530-6305	No	0
29	Radio World- www.rwonline.com	No	0
30	Society of Broadcast Engineers www.sbe.org	No	0

² This category represents interviewees who were unable or declined to identify the referral source upon inquiry.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	Carolina School of Broadcasting Alyson Young 3435 Performance Rd. Charlotte, NC 28214 Ph: (704) 395-9272 F: (704) 395-9698	No	0
32	Minority Community News Service 2265 Westwood Blvd., Ste. 423 Los Angeles, CA 90064 Ph: (800) 959-5022 F: (310) 827-3399	No	0
33	Latin American Coalition Angeles Ortega 5471 Central Ave., Ste. O-2 Charlotte, NC 28212 Ph: (704) 531-3848 F: (704) 531-3850	No	0
34	Shaw University Career Development Juanita Holley 118 E. South St. Raleigh, NC 27601 Ph: (919) 546-8280 F: (919) 546-8273 jholley@shawu.edu	No	0
35	Radioandrecords.com llinares@radioandrecords.com	No	0
36	Radiosalestoday@rab.com	No	0
37	Clear Channel University – Recruitment Services	No	5
38	Monster.com	No	5
39	College Career Center ³	No	3
40	Clear Channel Hosted Career Fair (8/17/05) (Career Fair advertised on the SEU's stations)	No	30
41	Clear Channel Hosted Career Fair (11/16/05) (Career Fair advertised on the SEU's stations and in the News & Observer)	No	20
42	Clear Channel Hosted Career Fair (5/11/06) (Career Fair advertised on the SEU's stations and on clearcareers.com)	No	16
43	Clear Channel Hosted Career Fair (6/7/06) (Career Fair advertised on the SEU's stations, the News & Observer, and Monster.com)	No	27
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			264

³ This category represents interviewees who were unable or declined to identify the college or university whose career center they used to learn of the vacancy.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Host Career Fair	On 8/17/05, Clear Channel Radio-Raleigh hosted a Career Fair to recruit Account Executives. Approximately thirty individuals attended the Career Fair. Clear Channel personnel with hiring authority attended the event, conducted "instant interviews" of candidates, and hired several individuals to fill vacancies for Account Executives.
2	Host Career Fair	On 11/16/05, Clear Channel Radio-Raleigh hosted a Career Fair to recruit Account Executives. Approximately thirty individuals attended the Career Fair. Clear Channel personnel with hiring authority attended the event, conducted "instant interviews" of candidates, and hired several individuals to fill vacancies for Account Executives.
3	Host Career Fair	On 5/11/06, Clear Channel Radio-Raleigh hosted a Career Fair to recruit Account Executives. Approximately thirty individuals attended the Career Fair. Clear Channel personnel with hiring authority attended the event, conducted "instant interviews" of candidates, and hired several individuals to fill vacancies for Account Executives.
4	Host Career Fair	On 6/7/06, Clear Channel Radio-Raleigh hosted a Career Fair to recruit Account Executives. Approximately thirty individuals attended, the Career Fair. Clear Channel personnel with hiring authority attended the event, conducted "instant interviews" of candidates, and hired several individuals to fill vacancies for Account Executives.
5	Internship Program (Production)	From February – May 2006, the stations' Production Department hosted a student intern from NC State. The student intern had a set job description in the CC-Raleigh Production Department and received scholastic credit.
6	Internship Program (Programming)	WRDU(FM)'s Programming Department hosted a UNC/Chapel Hill student intern from May – August 2006. The student received scholastic credit for the internship.

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
7	Internship Program (Promotions)	<p>From January – April 2006, the stations' Promotions Department hosted a student intern from Peace College and two student interns from UNC/Chapel Hill.</p> <p>From May – August 2006, the Stations' Promotions Department hosted six student interns from area schools such as UNC/Pembroke, Peace College, NC A&T, Western Carolina University, and UNC/Chapel Hill.</p> <p>The student interns have a set job description in the CC-Raleigh Promotions Department and received scholastic credit.</p>

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Account Executives	1-8, 10-11, 13-15, 17, 28, 31-34, 36, 38-39	8
WRVA General Sales Manager	1-5, 8-9, 11, 12-14	12
Sales Assistant	1-5, 8, 10-11, 13-14, 39	10
WDCG Asst Morning Show Producer	1-5, 8, 11, 13-14, 17, 39	17
Rooster Afternoon Drive	1-5, 8, 11, 12-14, 39	12
G105 (WDCG) Promotions Director	1-5, 8, 11, 12-14, 26, 39	12
Traffic Coordinator	1-5, 8, 10-11, 13-14, 39	10

¹ This report provides recruitment data collected from August 1, 2006 through July 21, 2007.

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2	Triangle Urban League Keith Sutton 150 Fayetteville St. Mall, Ste. 425 Raleigh, NC 27601 Ph: (919) 834-7252 F: (919) 834-5717	Yes	0
3	NC Employment Security Commission Walter Stead 3351 Carl Sandburg Ct. Raleigh, NC 27610 Ph: (919) 212-3849 x 253 F: (919) 250-4009	Yes	1
4	Raleigh Job Link Center Liane Simpson 220 Swinburne St. Raleigh, NC 27620 Ph: (919) 250-3770 F: (919) 212-9491	Yes	0
5	National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 Ph: (202) 429-5498 F: (202) 429-5343	Yes	0
6	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Drive Valley View, OH 44125 Ph: (216) 447-9117 gary@beonair.com	Yes	0
7	AllAccess (Website) AllAccess.com	No	1
8	CCR HR Website (ClearCareers) http://careers.clearchannel.com/frameset.html	No	19
9	Inside Radio Gene McKay, General Manager Inside Radio 800-640-8852 Or ads@insideradio.com or genemckay@insideradio.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	News & Observer (Note: Any ad placed in the paper automatically gets posted to their employment site, Trianglejobs.com.) placeads@nando.com	No	9
11	School of Communications, Howard Univ. Carol Y. Dudley, Coordinator 525 Bryant St., N.W., Rm. 107 Washington, DC 20059 Ph: (202) 806-5806 F: (202) 232-8040 cdudley@howard.edu	Yes	0
12	Personal referrals	No	22
13	Internal posting	No	4
14	Stations websites	No	4
15	Intentionally omitted	No	0
16	Radio World- www.rwonline.com	No	0
17	Ads placed on our Raleigh radio stations	No	1
18	Que Pasa Hispanic Newspaper	No	0
19	Hispanic Center 201 W. Main St., Suite 100 Durham, NC 27701 Phone: 687-4635 FAX: 687-0401	No	0
20	AWRT Association of Women in Radio & Television www.awrt.org	No	0
21	California Chicano News Media Association E-mail to: ccnmainfo@ccnma.org (Subject: Job Openings)	No	0
22	Business & Professional Men's Alliance jobs@cityhappenings.com	No	0
23	National Lesbian & Gay Journalists Assoc. info@nlgja.org	No	0
24	Radio Online Radio-Online.com	No	0
25	Unsolicited	N/A	0
26	Undisclosed ²	N/A	5
27	NCCU Career Services Center Brenda Sexton PO Box 19585 Durham, NC 27707 Ph: (919) 530-7356 F: (919) 530-6305	No	0
28	Radio World- www.rwonline.com	No	0
29	Society of Broadcast Engineers www.sbe.org	No	0

² This category represents interviewees who were unable or declined to identify the referral source upon.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	Carolina School of Broadcasting Alyson Young 3435 Performance Rd. Charlotte, NC 28214 Ph: (704) 395-9272 F: (704) 395-9698	No	0
31	Minority Community News Service 2265 Westwood Blvd., Ste. 423 Los Angeles, CA 90064 Ph: (800) 959-5022 F: (310) 827-3399	No	0
32	Latin American Coalition Angeles Ortega 5471 Central Ave., Ste. O-2 Charlotte, NC 28212 Ph: (704) 531-3848 F: (704) 531-3850	No	0
33	Shaw University Career Development Juanita Holley 118 E. South St. Raleigh, NC 27601 Ph: (919) 546-8280 F: (919) 546-8273 jholley@shawu.edu	No	0
34	Radioandrecords.com llinares@radioandrecords.com	No	0
35	Radiosalestoday@rab.com	No	0
36	Clear Channel University – Recruitment Services	No	1
37	Monster.com	No	0
38	College Career Center ³	No	0
39	North Carolina State University/WKNC Jamie Lynn Gilbert Asst. Coordinator for Student Media Advising 354 Witherspoon, CB 8607 Raleigh, NC 27695-8607 Ph: (919) 515-2401 F: (919) 513-2693 Jamie_Gilbert@ncsu.edu	No	0
40	School of Communication Arts Rachel Lancaster Asst. Director of Professional Services 3000 Wakefield Crossing Drive Raleigh, NC 27614 Ph: (919) 488-8495, ext 118 rlancaster@higherdigital.com	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			67

³ This category represents interviewees who were unable or declined to identify the college or university whose career center they used to learn of the vacancy.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (Promotions)	From January – April 2007, the Stations’ Promotions Department hosted a student intern from three area schools, Wake Tech, UNC/Chapel Hill, and Peace College. The student interns have a set job description in the CC-Raleigh Promotions Department and received scholastic credit.
2	Internship Program (Sales)	From January – April 2007, the Stations’ Sales Department hosted a student intern from NC State. The student intern had a set job description in the CC-Raleigh Sales Department and received scholastic credit.
3	Internship Program (Production)	From January – April 2007, the Stations’ Production Department hosted a student intern from NC State. The student intern had a set job description in the CC-Raleigh Production Department and received scholastic credit.
4	Internship Program (Programming)	From January – April 2007, WDCG-FM’s Programming Department hosted two student interns from NC State, one student intern from UNC/Greensboro, and one student intern from UNC/Chapel Hill. The student interns had a set job description in the WDCG-FM Programming Department and received scholastic credit.